



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-EO (600)

27 JUN 2000

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES,
PUERTO RICO, THE U.S. VIRGIN ISLANDS, GUAM,
AND THE COMMANDING GENERAL OF THE DISTRICT OF
COLUMBIA

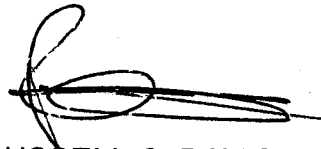
SUBJECT: (All States Log Number P00-0042) National Guard Bureau Policy on
Homosexual Conduct and Harassment

1. The strength of the National Guard rests in its uniquely talented professionals fulfilling our State and Federal mission. Threats, harassment or ridicule of individuals or groups based upon real or perceived differences, including sexual orientation, undermine our readiness and will not be tolerated. Our professionalism demands that we treat each other with dignity and respect. Every National Guard member deserves to work and live in an environment that is free of discrimination and harassment. Our policy regarding harassment is simple: Harassment in any form is wrong! It won't be tolerated in the National Guard!
2. Homosexual conduct is not compatible with military service. Homosexual conduct is defined as **S – A – M**: **S**tatements (of admission of homosexuality), and/or **A**cts (committing a homosexual act), and/or **M**arriages (or attempting to assimilate a marriage to a person of the same sex). Homosexual orientation that is not disclosed through prohibited conduct is not a bar to service. Members who are subjected to harassment based on real or perceived sexual orientation or homosexual conduct must be able to report this harassment without fear of inquiry of their conduct by their commander. The enclosed training package, "Homosexual Conduct Policy Training" must be presented to all National Guard personnel during Fiscal Year 2000.
3. Based on our unique roles as citizen soldiers and airmen, the concept of "full time values – part time careers" is a cornerstone of our success. Behaviors while "off-duty or in a non-duty status" impact on the military workplace. Therefore all personnel must recognize that any threats, harassment or ridicule that might occur while we are in our "citizen" role can have a negative influence upon good order and discipline in the military and may be a basis for appropriate action by local command.

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4. This memorandum is effective immediately and will expire one year from date of publication unless sooner rescinded or superseded.

5. Point of contact is Mr. Broderick, Chief, Equal Opportunity Division at DSN 327-0764 or 703-607-0764.

A handwritten signature in black ink, appearing to read 'RUSSELL C. DAVIS', with a large, stylized initial 'R'.

RUSSELL C. DAVIS
Lieutenant General, USAF
Chief, National Guard Bureau

Encl
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CF:
NGB-PL
NGB-IG
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Each State IG